

TRIPURA GAZETTE

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**PART--I-- Orders and Notifications by the Government of Tripura,
The High Court, Government Treasury etc.**

**GOVERNMENT OF TRIPURA
DEPARTMENT OF CO-OPERATION**

F.No.A-21/0001/2025-COOP/404289

Dated, Agartala, the 13th February, 2025

**NOTIFICATION
Equal Opportunity Policy**

The Department of Co-operation in exercise of the powers conferred under Section-21 of "The Rights of Persons with Disabilities Act, 2016", is hereby pleased to notify the Equal Opportunity Policy of the Department of Co-operation as follows:-

1. The Department shall endeavour to provide a reasonable accommodation and barrier free environment to the employees with benchmark disabilities which shall consist of necessary facilities & amenities such as accessibility in etc. w.r.t. specific disability of the employees and shall enable them to effectively discharge their duties in the establishment.
2. List of posts identified & suitable for persons with benchmark disabilities in the Department of Co-operation shall be as per Notification vide F.No. 23(38)-GA(P&T)/2019, dated-24th January, 2020. The Department shall also take necessary steps from time to time for any further addition or improvement required in the matter.
3. The manner of selection and promotion of person with benchmark disabilities for various posts shall be as per Guidelines issued vide Memo. F.No. 85(133)-SW/DC/2017(Vol.III)/934, dated-09.01.2019 and F.No.85(133)-SW/DC/2017(Vol.III)/PART/2545, dated-7th September, 2021 of Social Welfare & Social Education Department. The Department shall take special steps for providing necessary training as per requirement of the specific disability of employee post recruitment & pre promotion.

4. Preference in transfer & posting shall be given to an employee with benchmark disability under the Department of Co-operation keeping in view the need of accessibility of the particular office as well as medical needs subject to administrative constraints of such office being present in the preferred place. In this regard, the matter related to transfer & posting as well as grievances, shall be dealt as per Memorandum vide F.No. 23(2)-GA (P&T)/2022, dated- 11th October, 2022. Also, such employees under the Department of Co-operation who are genuinely caregivers to a dependent person with specified disability, shall be allowed to request relief from routine exercise of transfer as well as a suitable break during working hours which shall not only enable raising quality of life of the dependent but would also aid the government employee to devote quality time when in office. In this connection, the Department of Co-operation shall deal with such matters as per Memorandum (a) vide No.F. 23(39)-GA(P&T)/2021, dated-15th November, 2021, (b) vide No.F. 23(43)-GA(P&T)/2021, dated-29th November, 2021 and (c) vide No.F. 23(43)-GA(P&T)/2021, dated-11th April, 2022.
5. Special Casual Leave shall be allowed to employee with benchmark disability under the Department of Co-operation for medical purpose & health related issues as per Memorandum F.No. 2(27)-GA/80, dated-29th October, 1981.
6. The Branch Officer of the Establishment Section under the Office of the Registrar of Co-operative Societies shall act as Liaison Officer to look after the matter of recruitment of persons with benchmark disabilities and provision of facilities & amenities for such employees with disabilities.
7. The Department of Co-operation shall also endeavour to take special steps or prompt action required arising out of different cases from time to time for resolving any issues related to an employee with benchmark disability keeping in view the necessary mandates of the Rights of Persons with Disabilities Act, 2016.

Signed by Dashaarath
Debbarma
Additional Secretary to the
Date: 13-02-2025 16:36:29
Government of Tripura